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PREFACE

This booklet was prepared to answer many questions that may be raised concerning career aspects of officers who pursue the Aeronautical Engineering Duty (AED) specialty in the restricted line of the United States Navy. The AEDO Community (15XX designator) is composed of two groups of officers with distinctly different qualifications and career paths. One is the AED officer group (Aeronautical Engineering Duty Officer, 151X designator) and the other is the AMD officer group (Aviation Maintenance Duty Officer, 152X designator). Together, both AED officers and AMD officers make up the total AEDO community.

The information presented here is intended to stimulate Naval Officers interested in pursuing a most challenging and rewarding career to seriously evaluate the opportunities afforded by the AED officer designator. Candidate officers should be aviation experienced, technically educated, strongly motivated, and have outstanding performance records. Newly commissioned officers and individuals contemplating commissioning who are interested in gaining experience and education in areas that will prepare them for future selection into the program should also find this document helpful.

This publication will be updated periodically to reflect changes that take place in the continual evolution of the Aeronautical Engineering Duty Officer community. Inquiries for additional information, or recommendations regarding changes in content should be addressed to:

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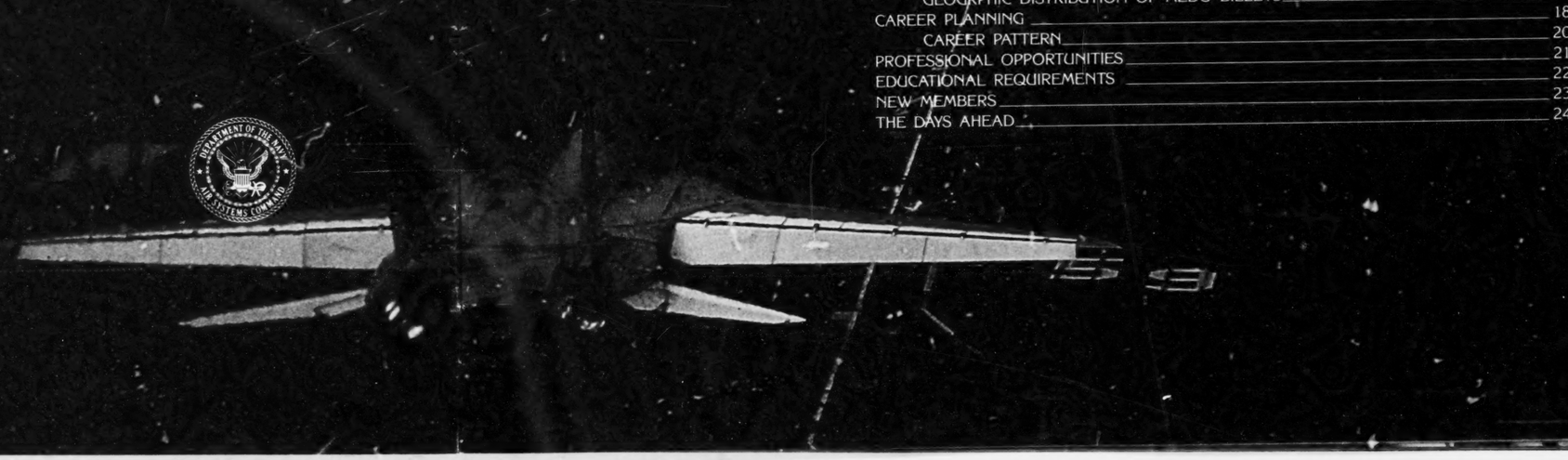
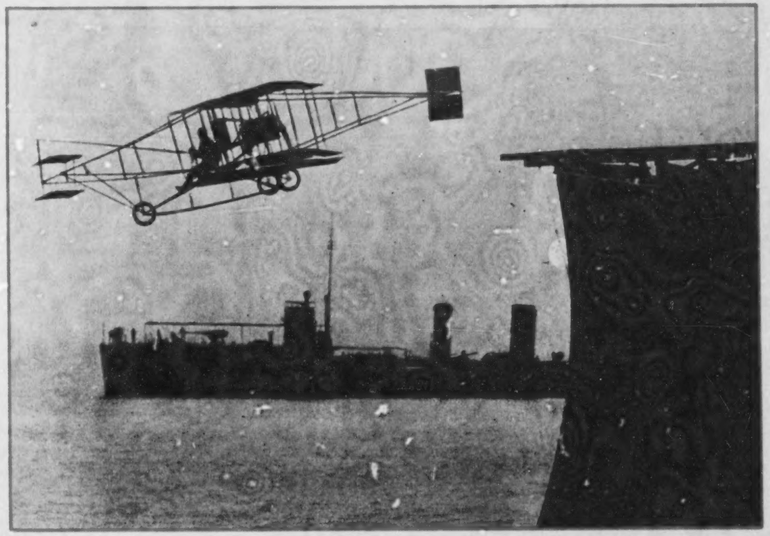
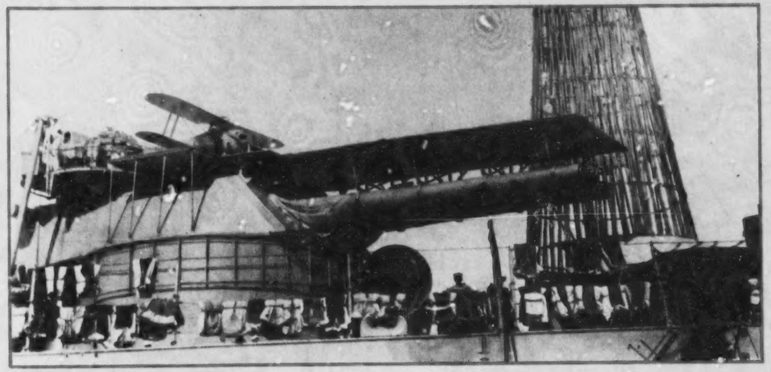






HISTORY

The advent of engineering specialization dates back to 1842 when Congress first authorized a Corps of Naval Engineers to cope with the "technological complexities" that were associated with the transition from sail to steam propulsion. Since that time, the role of the technical specialist has become increasingly more important with increased mechanization and progressively more sophisticated tools of warfare.

In 1935 Congress first authorized the assignment of officers of the line for Aeronautical Engineering Duty, and five years later incorporated this new group, along with other existing engineering specialty groups, into a single Engineering Duty community in the restricted line. In 1948, legislation was passed that gave separate legal status to the Aeronautical Engineering Duty category, establishing size and promotion criteria for the first time. Other than when the Ordnance Engineering specialists were combined with the Aeronautical Engineering Duty officers for a brief period to make a Weapons Engineering Duty officer category, the Aeronautical Engineering Duty officer has been a distinct, specialized officer community. Even when the Aviation Maintenance Duty officer community was established in 1968 as part of the overall Aeronautical Engineering Duty group, the Aeronautical Engineering Duty officer remained a distinct, specialized officer community.

Over the years, the AED officer has aptly demonstrated the ability to provide the technical and managerial continuity and organizational structural integrity considered so essential to the successful functioning of the activities with which associated. There is every indication that this role will become even more important in the future as the technological pace quickens, and as the mastery of all of the facets of the unrestricted line officer's many responsibilities becomes progressively more difficult and time consuming.

AED MISSION

The overall mission of the AED officer is to provide effective materiel management to all phases of air weapon systems throughout their life cycle. The AED function is described as follows:

> "To provide direction to the technical and material elements of the Navy in matters related to naval weapons, and support to the operating forces, by bringing to bear specialized technical and managerial talents combined with operating experience and viewpoint."
> — Combs Board Report, 1964 —

In essence, the AED officer provides professional management and technical direction in the entire air weapon system acquisition process: the design, development, procurement, production and logistic support of Naval aircraft and airborne weapons including their related support equipment. A more subtle, yet equally important aspect of his or her function is the depth of experience, by virtue of career patterns and opportunities, the AED officer is able to contribute to the activities of the Systems Commands. The AED community is sponsored by the Commander, Naval Air Systems Command, under whom the majority of the 151X billets exist.

SPECIALTY CONCEPT

APPROXIMATE 1510 BILLET DISTRIBUTION BY GRADE

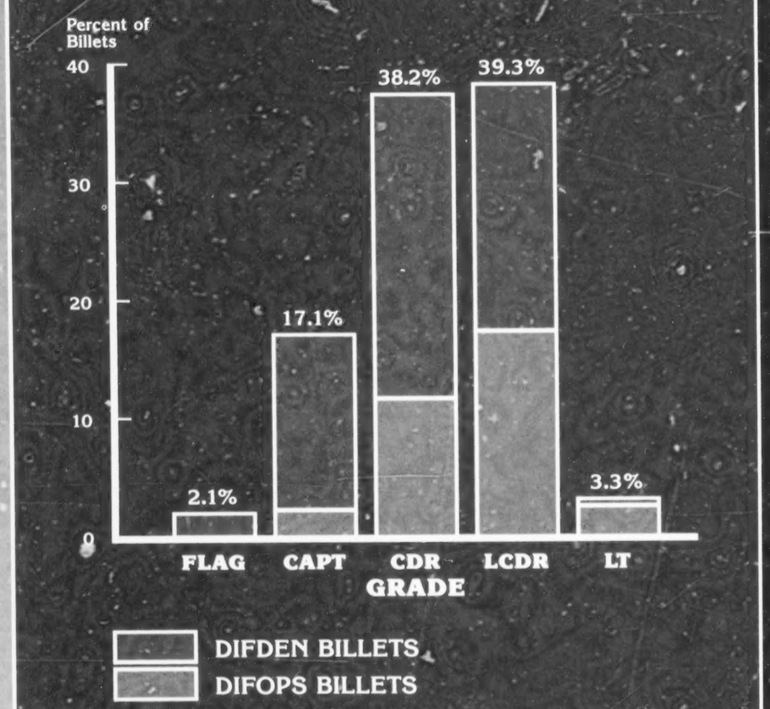


Figure 1

COMMUNITY STRUCTURE

The 1510 community is composed of more than 400 Naval officers. Billet distribution by rank approximates the percentages shown in Figure 1. About one-third of the AED billets are flying billets (DIFOPS).

The 1510 community is comprised roughly of 70% Naval Aviators and 30% Naval Flight Officers.

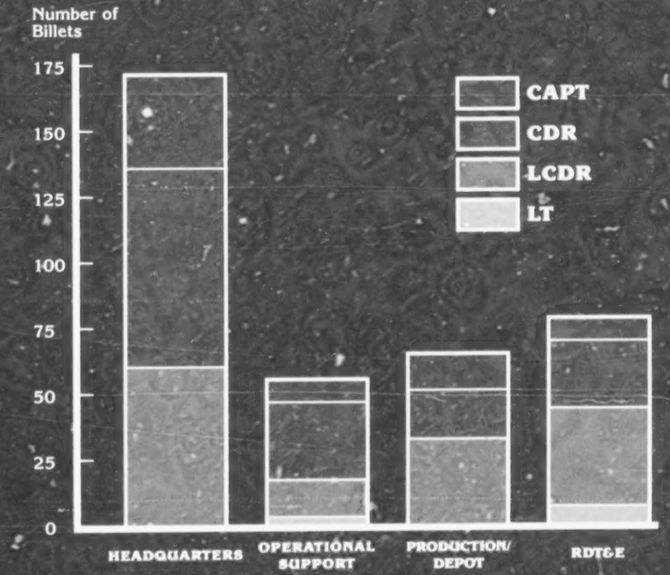
No billets exist in the community for grades below lieutenant because selection requirements call for experience, education and training not normally acquired until at least the eighth year of commissioned service.

Annual attrition due to retirements and resignations is essentially equal to the approximately 30-35 new officers added to the community each year by lateral transfer from the unrestricted line. Attrition occurs primarily in grades of commander and captain, while inputs into the group are in the ranks of lieutenant through the third year in grade (maximum allowable) as a commander.

After selection to Captain, AED officers are designated as Materiel Professionals (MP's) and the fourth digit of the designator is changed to a 4 (1514).

After approximately two years in grade as a Captain, the AED officers (1514) along with the AMD officers (1505) are offered the opportunity to be designated as 1504 officers and are thereby eligible for further promotion to flag officer grade.

APPROXIMATE 1510 BILLET DISTRIBUTION BY FUNCTIONAL AREA



EXCLUDES AUTHORIZATIONS FOR TRANSIENT AND STUDENT BILLETS

Figure 2

DIVERSIFIED DUTY

AED officer billets offer diversification and challenges that rival those of any profession in existence. AED officers are directly and actively involved in nearly every phase of the "life cycle" of each Naval aircraft and airborne weapon system, from its initial conception until it is phased out of service.

Duty assignments call upon knowledge accumulated through years of education and experience and apply it to the design, development, procurement, and maintenance of complex systems that operate in environments that vary from beneath the sea to the far reaches of outer space. The AED officer frequently works in close association with the nation's top engineering and research talent, managing programs of all types that represent investments of billions of dollars in budgeted funds. As commanding officers of shore activities, AED officers frequently supervise the efforts of thousands of employees, both military and civilian, representing the widest possible range of skills and experience.

A new member of the AED officer community may look forward to a variety of assignment choices with ample opportunity to fly. There are more than 150 LT/LCDR billets which span the total spectrum of AED officer interests, and in determining your first assignment as a 1510 designated officer, there are a number of factors to consider. The activities to which 1510 designated officers may be assigned can be divided into four general areas: (1) Operational Support (Fleet Staffs) and Readiness field activities; (2) Washington Departmental/HQ; (3) RDT&E field activities; and (4) Production/Depot field activities (Naval Plant Representative Offices and Naval Aviation Depots). Billets for the ranks of lieutenant through captain exist within these four areas, in the rank distribution described earlier. Although the majority of the officers serve in designated 151X billets occasionally, a few are selected to serve outside the AED officer billet structure. Such assignments, generally the result of specific requests for the skills of particular officers, are closely related to aviation weapon acquisition/support and have proven to be both personally rewarding and a valuable means of broadening the experience base of the AED community.

The Operational Support and Readiness field activity category includes over 70 billets that are primarily associated with aircraft materiel management/support functions. Assignments in this area provide the AED officer with invaluable first-hand knowledge of current fleet aviation problems and capabilities so essential for the timely development of completely new or more effective replacement systems.

There are more than 180 AED billets in the Washington Departmental/Headquarters activity category covering a broad range of duties in the Washington, DC area. Approximately 100 of these billets are located within the Naval Air Systems Command Headquarters, whose primary mission is acquisition and materiel support responsibility for aircraft and associated weapon systems. Billets there involve assignments such as the direct management of key research and developmental projects on aircraft and airborne weapon systems. The remaining billets in this activity category include duties in areas such as the Office of the Assistant Secretary of the Navy, Office of the Chief of Naval Operations, and other systems command headquarters.

There are about 80 AED billets in RDT&E Field Activities of the Naval Air and the Space and Warfare Systems Commands. Locations such as the Naval Air Development Center, Warminster, Pennsylvania; the Pacific Missile Test Center, Point Mugu, California; the Naval Space Systems Activity Headquarters, Los Angeles, California; the Naval Air Engineering Center, Lakehurst, New Jersey; the Naval Air Test Center, Patuxent River, Maryland; and the Naval Avionics Center, Indianapolis, Indiana are representative of the activities in this group. Assignments in this area can be expected to include responsibility in the research, development, test and evaluation of air and space systems.

There are over 30 AED billets in the six major Naval Plant Representative Offices (NAVPROs) and various Defense Contract Administration Service (DCAS) organizations located throughout the United States. These offices are situated at the production sites of those commercial contractors that build naval aircraft and airborne weapons. Their mission includes performance of acceptance test flights, contract administration service functions incident to the procurement of new aircraft, and on-site technical representation for the cognizant Navy Program Managers.

Over 40 AED billets are assigned to the five Naval Aviation Depots (NADEP) located at Naval Air Stations North Island, and Alameda, California; Pensacola, and Jacksonville, Florida; and Norfolk, Virginia. (There is a sixth NADEP at MCAS Cherry Point, NC operated by the U.S. Marine Corps). The NADEP is an industrial complex which performs depot level maintenance on fleet aircraft, engines, missiles, components, automatic test and aviation ground support equipment. A fundamental mission of the NADEP is to provide an industrial base capability to support Naval Aviation in times of mobilization. The NADEPs vary in size between three and six thousand civilian employees and up to 30 officers and petty officers. Billets include the Commanding Officer, Executive Officer, and Directors of Operations, Production Support, Quality and Resources Directorates. A Naval Air Systems Command (NASC) Detachment Weapon Systems Manager (WSM) is also assigned to each NADEP. The WSM performs a function similar to a NAVAIR Program Managers (PMA) for aircraft that are no longer in production. Since contractor production lines are closed for these aircraft, the majority of the management efforts concern in-service engineering, aircraft modification, logistic support and rework activity. Weapon system management responsibility therefore is transferred to the NASC DET WSM colocated at the Cognizant Field Activity, the NADEP. Some aircraft currently managed by WSMs include the A-3, A-4, A-7, F-4, T-34, and T-2.

Each NADEP also has lieutenant commander and lieutenant billets as project officers. Project officers are assigned cognizance over the major aircraft, engine, component and ground support equipment programs at each NADEP. The project officers provide fleet experience and management expertise and are responsible for coordinating in-house programs, fleet liaison and reporting program status to the Director of Operations. Project officers also perform post maintenance check flights in those aircraft that are reworked by the NADEP. Flight crews at the NADEP are often NATOPS qualified in more than one type aircraft.

Examples of the billet distribution within each of the four functional areas are shown in Figure 2.

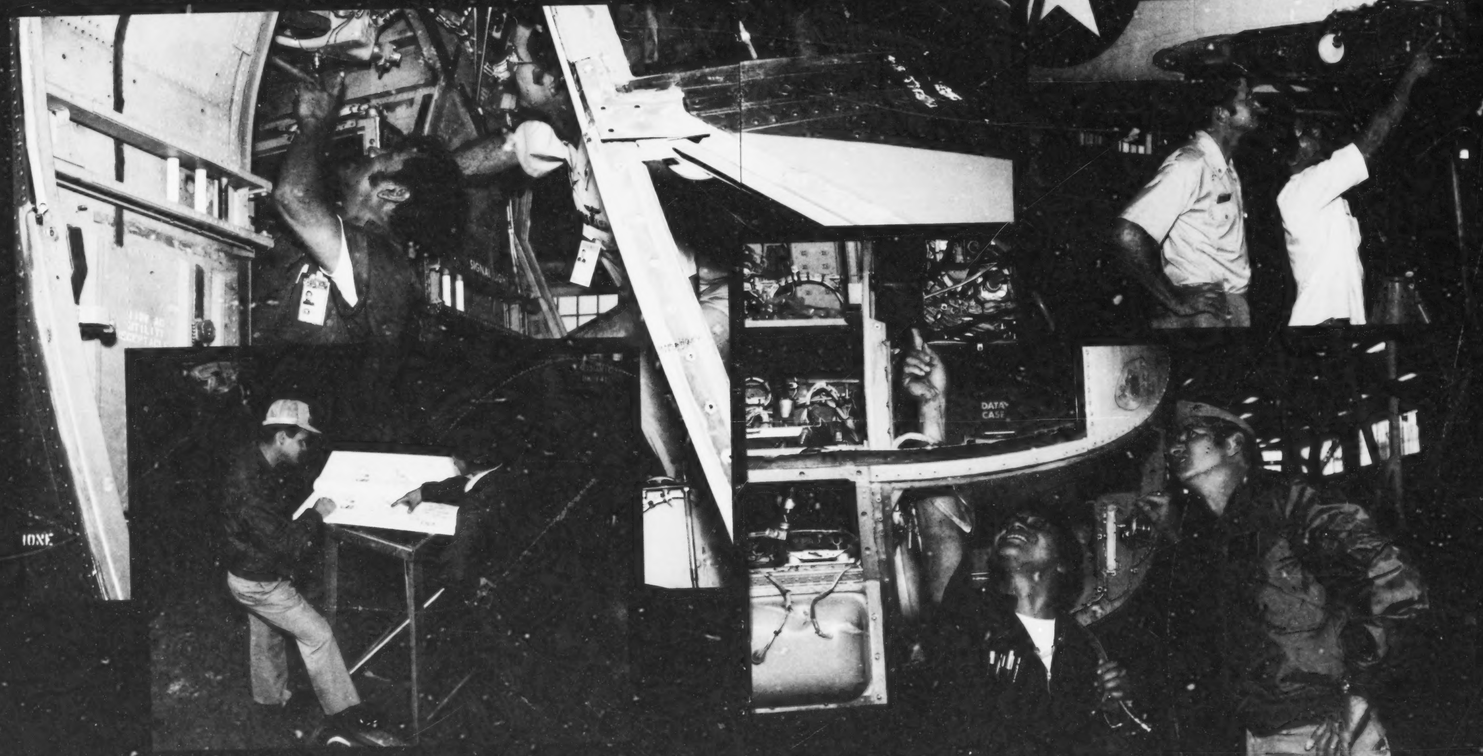
FLIGHT STATUS: Nearly all AED officers are designated naval aviators or naval flight officers, and over one-third of the AED billets are flying billets. As a result, AED officers are frequently required to fill billets that require both the skill and qualified fleet aviator and the expertise of a technical program manager. At field activities such as NAVAIRTESTCEN Patuxent River, PACMISTESTCEN Point Mugu, NAWPNSCEN China Lake, and NAVAIRDEVCEN Warminster, AED officers test and evaluate new aircraft, weapon systems, and weapons in various stages of development. In addition, AED officers with either pilot or NFO background may attend Naval Test Pilot Schools in assignments at the several NAVPROs they perform many of the acceptance tests on new aircraft being delivered to the Navy. At the five NADEPs, they conduct flight checks on aircraft ready to be returned to fleet service.

TYPICAL AERONAUTICAL ENGINEERING ACTIVITIES

NAVAL AVIATION DEPOTS

One of the six Naval Aviation Depots, Norfolk began in 1919 as a small repair activity of the Naval Air Station. Today, that NADEP is an independent command consisting of nearly five thousand military and civilian personnel. It encompasses over 90 buildings on 174 acres at NAS Norfolk, Virginia. The facility performs depot maintenance on F-14 Tomcats, A-6 Intruders and Prowlers, TF-30, J-57, and T-56 turbine engines, and numerous aircraft components and support equipment. The production budgets total over $250 million annually. As in every NADEP, a variety of challenging AED billets exist: billets requiring the AED officer's blend of fleet experience and production management skills. Additionally, several flying billets are available which allow the AED officer to continue a flying career in front-line Naval aircraft.

Another Naval Aviation Depot, North Island, began in 1919, originally as the Air Station Assembly and Repair Department. Since it's establishment as a separate command in 1967, NADEP North Island has met the requirements of the fleet through a workforce encompassing 52 distinct trades and 5,700 personnel with an average of 12 years of experience. Occupying 2,200,000 square feet of facilities located on 362 acres and with an annual operating budget of $375 million, the NADEP maintains a vital role in the community as well as national defense.



Services are provided not only to naval aviation units, but also to the amphibious, surface and submarine forces of the Fleet. The command employs field teams throughout the United States and overseas. NADEP personnel teams deploy aboard ships for the purposes of repairing structures and components of aircraft, catapult and arresting gear for our carriers, aviation facilities in virtually all classes of ships, and change out main propulsion engines in gas turbine powered ships. In addition to depot level aircraft repair, a wide range of engineering, calibration, manufacturing, overhaul and repair services are performed for both ships and aircraft. Several Weapon Systems Programs are also managed at NADEP, North Island. The Naval Aviation Depot is recognized world-wide, and is the primary rework site for the F/A-18 Hornet.

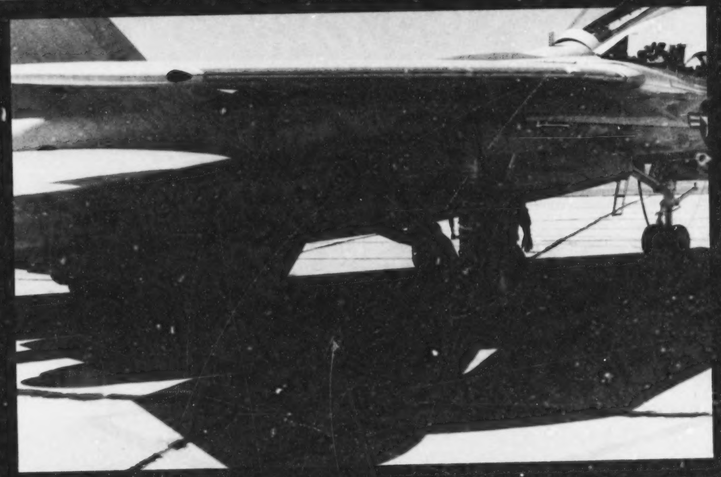
An AED officer assigned to the typical NADEP will find an industrial environment in which to exercise skills in technical analysis, resource management, and in most billets an opportunity to plan, initiate, and lead program actions through to completion. An example of just one of many traditional AED billet assignments within the NADEP is the Director of Operations. The Director's role is vital and can be measured in real time. As one of the senior executive managers, the Director of Operations' duties are both hardware and people-oriented. He is a supervisor and leader, and is directly responsible for the activity of the production, engineering, and planning/control departments, as well as directing the efforts of a project officer staff.

NAVAL PLANT REPRESENTATIVE OFFICES NAVY TECHNICAL REPRESENTATIVES

Naval Plant Representative Offices (NAVPROs) and Navy Technical Representatives (NTRs) are located at contractor facilities where Navy aircraft and aircraft weapon systems are produced. They are tasked with the contract execution for those weapon systems for the Navy. This task requires expertise in contract administration, quality inspection, engineering cognizance, property management, and flight acceptance.

NAVPROs and NTRs are field activities of NAVAIRSYSCOM and are manageed by a Program Director Air (PDA) in NAVAIR. NAVPROs use a matrix organization similar to that employed by NAVAIR. Each has a small number of military officers and a large number of career civil servants. For example, the NAVPRO at Grumman has 13 military and 210 civilians. NTRs are small field activities, typically one officer or civilian, operating in a contractor's plant, usually where there is no NAVPRO. An NTR is the NAVAIR Program Manager's representative and coordinates with the local CAS organization (Air Force Plant Representative Office, Defense Contract Administration Services Office, etc.)

NAVPROs and NTRs are the vital link between NAVAIR, which funds the procurement of fleet aircraft and associated weapon systems, and the contractor, who produces those systems. Billets at the NAVPROs are filled by a mix of 13XX and 15XX designated officers, with the ratio varying based on unique requirements of specific NAVPROs.



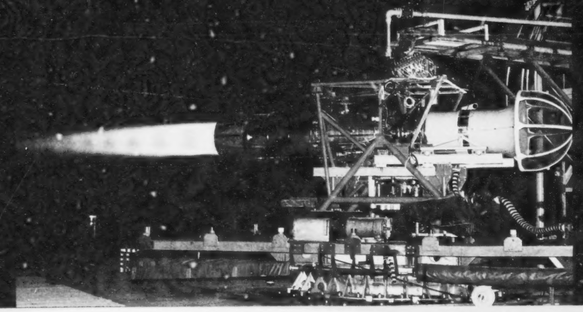
NAVAL AIR TEST CENTER PATUXENT RIVER, MD

As the Navy's principal site for the testing of the fully integrated aircraft and its associated avionics and weapon systems, the Naval Air Test Center provides many assignments particularly well suited for the Aeronautical Engineering Duty Officer. Many AED officers arrive at the Test Center via Test Pilot School (TPS). Upon completion of TPS, an assignment to one of the Test Directorates (Strike Aircraft, Antisubmarine Aircraft, Rotary Wing Aircraft or Systems Engineering) can be expected. This assignment will include work as test project officer and test pilot or flight officer for any number of test programs, and will require the technical competence and effective management skills which are the hallmark of the AED officer.

Additionally, both the Director and the Chief Test Pilot of the Systems Engineering Test Directorate are AED officers. As the two senior military officers in the Directorate, they are responsible for the execution of all test projects assigned, as well as the coordination of project work with other Test Center Directorates, the Naval Air Systems Command, and NAVAIR field activities.

NAVAL AIR ENGINEERING CENTER

NAVAL AIR DEVELOPMENT CENTER WARMINSTER, PA



NAVAL AIR PROPULSION CENTER TRENTON, NJ

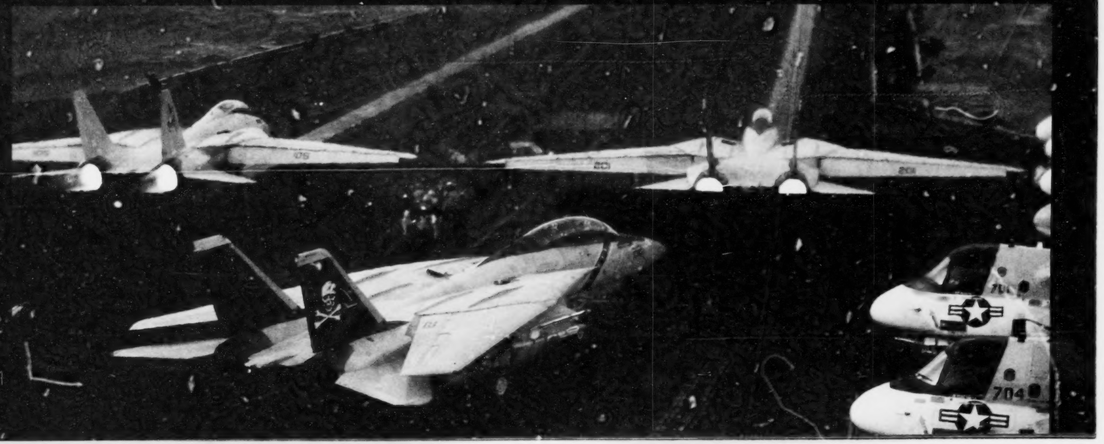
The Naval Air Propulsion Center (NAPC) provides complete technical and engineering support for air-breathing propulsion systems, accessories, components, fuels and lubricants to the Naval Air Systems Command and the fleet. Officers at NAPC manage a wide variety of programs including applied research for new propulsion systems; test and evaluation of new and in-service systems; as well as resolution of operational service problems.

STAFF, COMMANDER NAVAL AIR FORCE, ATLANTIC, NORFOLK, VIRGINIA

There are numerous AED billets on the COMNAVAIRLANT staff. Aside from the Captain and Flag jobs in the Materiel Division, the materiel/engineering/logistic support type class desk functions are open to LCDRs and CDRs desiring to be in the vanguard of support to the fleet. A class desk officer can wield considerable influence over the general state of readiness of the programs under his sponsorship. Each program will have its problem areas that the class desk officer can focus on with the potential of a long-term gain in readiness. These problems frequently take the shape of logistic or engineering shortfalls. Finding the correct and most expeditious solutions requires the perspective of a mature, professionally experienced officer. The class desk officer and assistant class desk officer form valuable personal and professional contacts on the functional wing staffs, in the fleet squadrons, at the NADEPs and at other NAVAIR activities. It is through these contacts that the class desk becomes the focal point of fleet program management.

The class desk officer is particularly effective when providing feedback to NAVAIR on the fleet impact of technical directives. Likewise, the office serves as a valuable coordinating agent for the correction of either an isolated but severe, or a chronic fleet problem that does not have an identified solution. The class desk is frequently called upon to plan and coordinate field modifications, identify and solve logistic problems, and analyze and evaluate the fleet materiel readiness posture. For the avid flier, it is easy to select and qualify in a type aircraft based in the Tidewater area. This is where community contacts become a necessity. If on DIFOPS orders, there is ample opportunity to continue toward flight gates in several different kinds of aircraft.

A near mirror image of COMNAVAIRLANT is the COMNAVAIRPAC staff located in San Diego, CA.



NAVAL AIR SYSTEMS COMMAND,

There are approximately 100 AED officers serving the NAVAIR Headquarters in every rank from lieutenant commander to flag. The primary mission of NAVAIR is the acquisition and materiel support of aircraft and associated weapon systems. AED billets are available in the technical arena of NAVAIR, primarily in the areas of systems and engineering, and in program management. A NAVAIR Headquarters assignment requires technical expertise and fleet operational experience and offers an excellent opportunity for hands on experience in the decision making process for major fleet aircraft and systems. NAVAIR Headquarters is a matrix organization with functional divisions providing support to group commanders and program managers.

In addition to the Vice Commander billet (AIR-09), the following deputy or assistant commanders are (or can be) AED flags or captains:

AIR-01	— Programs	— Flag
AIR-04	— Logistics/Fleet Support	— Flag
AIR-41	— Fleet Support	— Flag
AIR-42	— Field Activities and Ranges	— Flag
AIR-43	— Aviation Depots	— Flag
AIR-05	— Systems and Engineering	— Flag
PDA-10	— TACAIR Programs	— Flag
PDA-13	— ASW and Assault Programs	— Flag
PDA-14	— Cruise Missile	— Flag

Nearly twenty Program Manager (PMA) captain billets within NAVAIR are generally split between unrestricted line Materiel Professional (MP) and AED communities. Each PMA has several AED lieutenant commander or commander billets plus a small civilian staff. Most NAVAIR Division Directors are also AED captain billets supported by large civilian staffs and two or three AED lieutenant commanders or commanders who work with them.

Examples of other billets that are available at NAVAIR Headquarters for AED officers include:

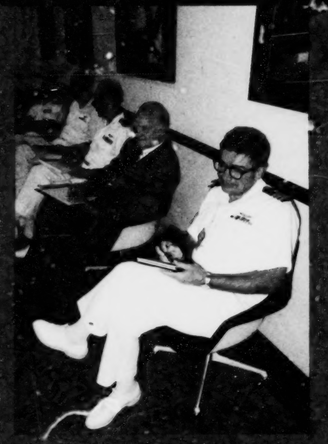
WASHINGTON, DC

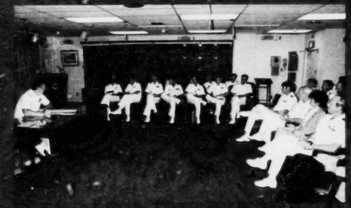
Systems and Engineering Class Desk Officers, Flight Clearance Officer, Assistant Program Managers for Weapon Systems, and the Avionic Systems Project Officers. These officers have the opportunity to make significant contributions to the development of the weapon systems their fleet counterparts need to carry out their missions.

An example of one of NAVAIR Headquarters' divisions is AIR-530, the Air Vehicle Division. This division specializes in aerodynamics and hydrodynamics, stability and control, performance, and structural and mechanical equipment related to naval aircraft. An AED officer will be involved with investigation of flight test and performance data to evaluate the technical characteristics and determine the service suitability of an aircraft. He will also work directly in determining appropriate stability and control characteristics for future service aircraft, and become familiar with safety problems involving modern naval aircraft.

Working on various programs, the 1510 designated officer is continuously involved in the technical administration of projects related to research, development, test, evaluation, procurement, and fleet support of new and improved aircraft weapon systems. The complexity of these weapon systems will place an ever increasing demand on the AED officer's technical capability. In the development of weapon systems and support equipment, the AED officer coordinates the RDT&E work with private industry and naval field activities.

Whether preparing design criteria for a new type ejection system or solving a problem regarding a helicopter transmission, an assignment to NAVAIR will give an officer the opportunity to follow through and see his work become a reality.





GEOGRAPHICAL LOCATION OF ASSIGNMENTS

The majority of the billets to which an AED officer can be assigned are located within the continental United States.

Assignments in the Washington, DC. area compose about 35% of the total AED officer billets. The percentage of Washington assignments at each rank increases progressively with higher rank with 50% of the AED captain billets in Washington. Figure 3, shows that the majority of AED billets are distributed up and down the East Coast of the United States. AED officers work as far north as Brunswick, Maine, and as far south as central Florida. West Coast assignments span the entire coast from Whidbey Island, Washington to San Diego, California. Overseas jobs are in such scenic locations as Hawaii, Atsugi, Singapore, Cubi Point, Melbourne, London and Naples. Whatever the geographic preference, there is likely an AED assignment nearby.

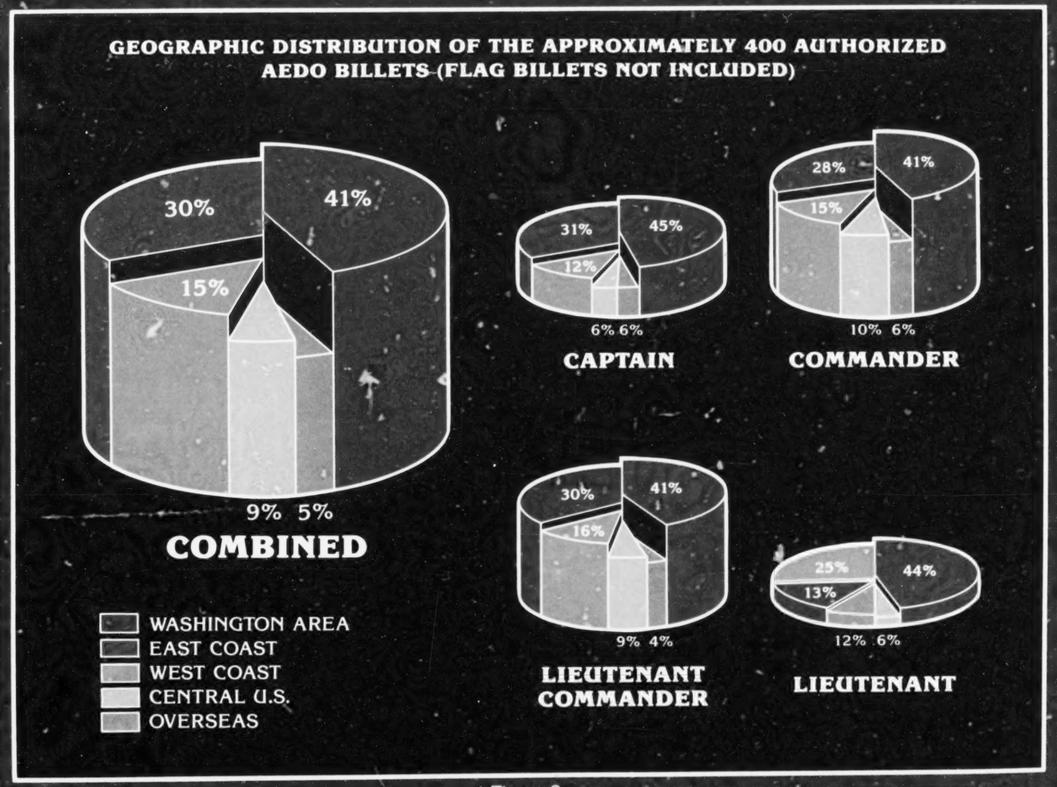


Figure 3

CAREER PLANNING

OBJECTIVES: The objective of career planning from the Navy viewpoint is twofold: first, to fill today's billets with the best qualified officers available; and second, to develop officers with sufficiently diverse backgrounds to fill more comprehensive and demanding positions in the future. From an individual viewpoint, career planning provides a means of assuring logical career development while at the same time pursuing the officer's own principal interests.

A meaningful accumulation of experience by an individual in each of the four functional areas described earlier is desirable in a senior AED officer's background. However, the quest for diversity of experience solely as an end in itself is discouraged, due to the deterioration of individual expertise that would inevitably accompany such "hopscotching." Accordingly, career planning policies seek to broaden the exposure of each individual to the maximum extent possible within those activity areas that correlate logically and naturally with individual education, interests, and experience. The ideal career pattern should build carefully upon past duty, operational experience, postgraduate education, and individual motivation; it should emphasize officer performance as the primary factor in career potential.

The relatively small size of the AED officer community permits a high degree of "personalized attention" to career planning that would be impossible to achieve in larger officer communities. The career pattern of each AED officer is continually under review to ensure that appropriate background and experience is gained for effective performance in future and more senior assignments.

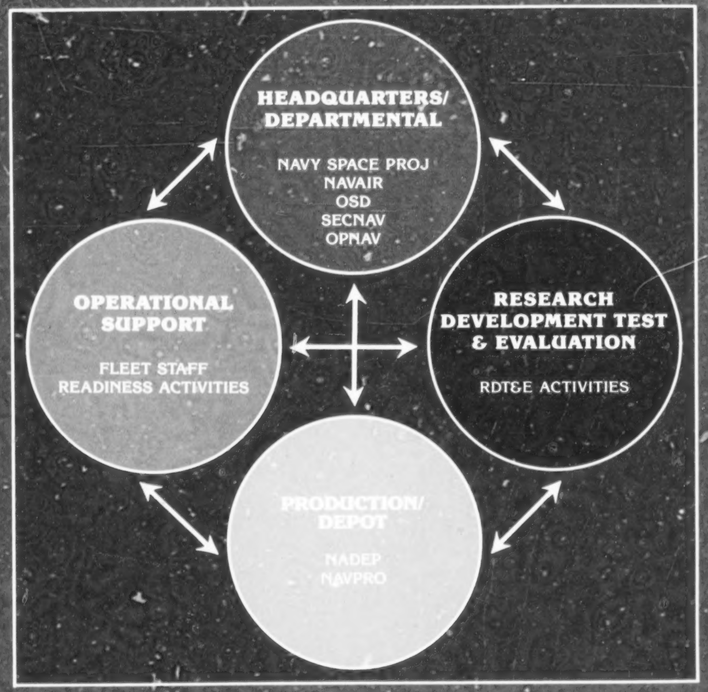


Figure 4

CAREER PATTERNS: Each 1510 designated officer should progress through a series of job assignments while maintaining a close tie with his warfare speciality. Experience in the four major activity categories described earlier; namely, (1) Operational Support and Readiness Activities, (2) Washington Departments/ Headquarters, (3) Research, Development, Test and Evaluation, and (4) Production/Depot permit this diversification.

The four functional areas can be grouped into two broader career tracks. The Washington Departmental/Headquarters and Research, Development, Test and Evaluation functional areas are related to the acquisition portion of the AED community mission, while the Operational Support and Readiness, and Production/Depot functional areas are related to the fleet support portion of the mission. It is important for proper career development that an AED gain experience in functional areas along each of the two tracks.

The graphic description of career paths in Figure 4 illustrates two concepts:

(1) If an officer starts early in his career, an opportunity exists for assignments in at least three of the four functional areas.

(2) Any of the four areas can serve as the starting point, but a Headquarters assignment is most important and should dictate the direction and serve as a focal point for career development.

A split Washington tour will provide an opportunity to serve in two NAVAIR divisions or in one NAVAIR division and another departmental activity during a four-year Washington tour. Assignment in a project management billet

sometime during this tour is particularly desirable. Outstanding performance in a Washington tour prior to being "in-zone" for Captain is considered crucial. A typical sequence of AED assignments providing the experience necessary to fill billets at the Captain and Flag levels is outlined in Figure 5.

An AED must consider a variety of factors in planning a career in addition to the development of acquisition and fleet support experience. Although the AED community has sufficient flight coded billets to provide the opportunity for AEDs to maintain flying proficiency and meet flight "gates," there are relatively few of these billets in the Washington Departmental/Headquarters functional area. Careful planning and close liaison

. . . continued on page 21

CAREER PATTERN

DEVELOPMENT	YEARS OF SERVICE	RANK	MATERIAL ACQUISITION	MATERIAL READINESS
			HEADQUARTERS • RDT&E	**OPERATIONAL SUPPORT • PRODUCTION**
MANAGERIAL	31 30 29 28 27 26 25 24 23 22	CAPTAIN	PROGRAM MANAGER DEP PD (SPACE) CO RDT&E/NAVPRO DIVISION DIRECTOR	ACOS MATERIAL CO NADEP CO NAVPRO DIVISION DIRECTOR
TECHNICAL	21 20 19 18 17 16 15 14 13 12 11 10	COMMANDER LIEUTENANT COMMANDER	DEP PROGRAM MANAGER CLASS DESK DIRECTORATE OINC/TECHREP DEPARTMENT HEAD BRANCH HEAD	EXECUTIVE OFFICER FLEET STAFF PRODUCTION OINC/WSM DEPARTMENT HEAD BRANCH HEAD
			ASS'T CLASS DESK PROJECT OFFICER	ASS'T CLASS DESK PROJECT OFFICER
BASIC	9 8 7 6 5 • • •	ENSIGN TO LIEUTENANT	FLEET SQUADRON/ASSOCIATED SEA TOUR POST GRADUATE EDUCATION FLEET SQUADRON AVIATION TRAINING	URL

Figure 5

PROFESSIONAL OPPORTUNITIES

. . . : continued from page 19

with the Detailer and Career Manager will ensure development of an AED, his or her individual desires and interests, and the needs of the Navy.

PERFORMANCE: While developing acquisition and fleet support experience, it is important to bear in mind that performance is the single most important factor in a successful career. Your entire record from your very first day of service is important. This is because a reviewer, whether a member of a selection board or the detailer, will try to determine your qualifications and potential on the basis of what is documented in your record. You should review your record at least once each tour, and six months prior to being considered by any selection board.

REVIEWING YOUR RECORD: You can personally review your record in the Officer Record Review Room, room 3036 of the Navy Annex, Arlington, VA, or you may authorize another person in writing to review your record for you. Since it takes about 45 minutes for the receptionist to provide your record for review, you can save time during a Washington visit by calling ahead to (202) 694-2858 or AUTOVON 224-2858 prior to your arrival and requesting a microfiche copy of your record for review. If your duties will not take you to the Washington area, you may request that a microfiche copy of your record be mailed to you by sending a signed, written request to:

Commander,
Naval Military Personnel Command (NMPC-312)
Washington, DC 20370

After selection and designation as an AED there are further opportunities for professional and postgraduate education. Every effort is made to offer officers the opportunity to attend The Defense System Management College prior to reporting for duty at the Naval Air Systems Command Headquarters. The school conducts the well known 20 week Program Management Course (PMC) and a number of management-oriented short courses. The Program Management Course curriculum treats all aspects of program management in an integrated manner and provides a comprehensive overview of the Department of Defense acquisition policy. The short courses are structured to meet the special needs of program and functional managers.

Since senior AED officers are frequently in a position to exert considerable influence on the development of airborne naval weapon systems, an understanding of naval strategy, programs and tactics is essential. Selected officers have the opportunity to attend Naval War College, Newport Rhode Island in a curriculum which is built around the economic and managerial aspects of force planning in the world-wide environment.

A few selected senior AED officers have the opportunity to attend the Industrial College of the Armed Forces (ICAF) at the National Defense University, Washington, DC. ICAF conducts graduate level courses of study in national security with emphasis on management of national resources under current and predicted environments including national and international military, economic, political, scientific and social factors.

EDUCATIONAL REQUIREMENTS

The AED community requires a cadre of operationally experienced officers with solid technical and management educational backgrounds to carry out its mission. Therefore a master's degree is considered a basic prerequisite for selection into the AED community. The preferred field of study is aeronautical engineering (AERO), although requirements exist for officers with advanced education in virtually every engineering discipline.

Officers interested in admission to one of the curricula offered at the Naval Postgraduate School (NPS) should refer to OPNAVNOTE 1520, Postgraduate Education Program, which is published annually by the Chief of Naval Operations. This directive outlines the various educational programs available and details the procedure for submitting applications.

The Commander, Naval Military Personnel Command convenes a selection board each year to select officers for NPS programs based upon their professional performance and academic background. The quotas allocated reflect the Navy's requirements in the various fields of study.

In addition to a basic AERO curriculum at NPS, a Naval Postgraduate School/Test Pilot School (NPS/TPS) Cooperative Program has been established for certain highly qualified officers. Such students spend one year at NPS in a concentrated aeronautical engineering curriculum, 4-6 weeks refresher jet training at a training squadron, and then commence test pilot training. Successful graduates are awarded a Master's Degree in Aeronautical Engineering and designation as a test pilot. NAVMILPERSCOMINST 1331.1series details the elegibility requirements and application procedures for both the NPS/TPS cooperative program, and the TPS program.

The Commander, Naval Military Personnel Command (NMPC) assigns a designator for administrative purposes to each officer at the time of commissioning in the Navy to reflect the types of duties the officer is qualified to perform. A board to consider applications from active duty officers for lateral transfer between the Unrestricted Line and Restricted Line meets semiannually in April and October. Military Personnel Manual Article 1020150 is applicable to regular and reserve officers desiring lateral transfer or change of designator. Key requirements for designation as a 151X are:

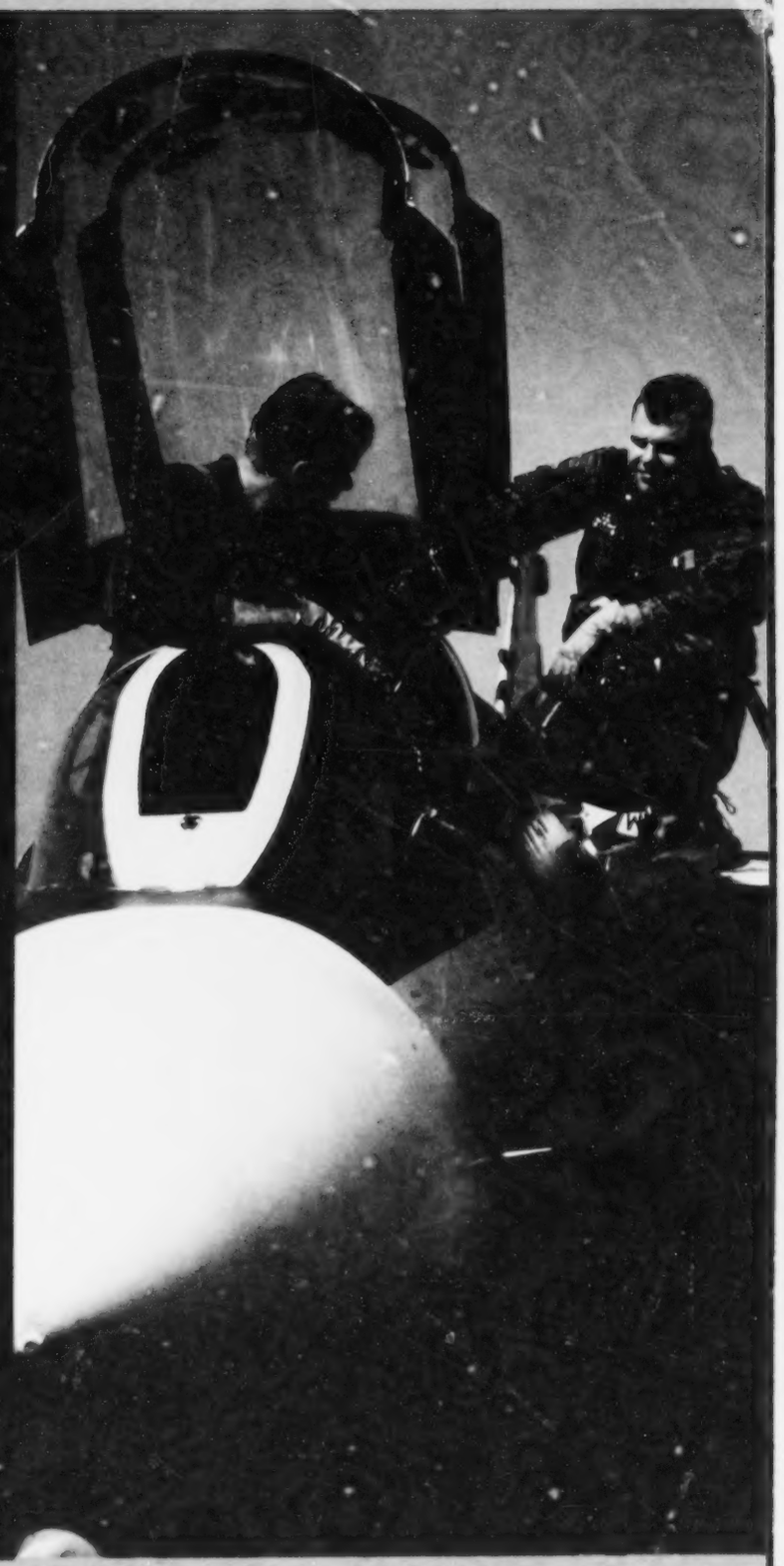
(1) Should possess a Master of Science degree in engineering or the sciences, or possess a Bachelor of Science degree in engineering or the sciences, in combination with a Master's degree in management or applied science. The preferred field of study is aeronautical engineering, but requirements exist in virtually every engineering discipline. Applicants currently selected for or enrolled in a postgraduate program, who will satisfy one of these requirements upon successful completion of the program, are considered eligible to apply;

(2) Must be aviation warfare qualified;

(3) Should have at least four years sea duty in fleet units with a sound and extensive background of operational experience;

(4) Must have attained the rank of lieutenant but must not have served more than three years as a commander.

Applications for lateral transfer will be considered by the semiannual Line Transfer/Redesignation board. Results of the board's deliberations will be promulgated by an ALNAV. Officers can usually expect assignment to a billet appropriate to their new designation within one year from selection as an AED officer or at their projected rotation date, whichever occurs earlier.



THE DAYS AHEAD

The condition of the AED community has never been better. The challenges of technical management for the Navy aviation establishment are great. The increasing complexity and cost of modern weapon systems present new and demanding situations that require imaginative thinking and recognition that progress is created by planning. Dramatic personnel policy changes like the "Materiel Professional Community" reflect this philosophy.

While the Navy is continually broadening the educational and experience backgrounds of its unrestricted line officers, there is still a simultaneous and urgent need for the specialist officer who can provide continuity to technological efforts; the AED officer has met that need. AED officers have been the cornerstone of advancement in Naval Aviation and played a key role in the attainment of the standards of excellence enjoyed today in the development of naval aircraft and air weapon systems. These contributions will continue in future years and are expected to be even more necessary.

For further information on this challenging and rewarding field of specialization, contact the AED Detailer, NMPC-446B at AUTOVON 224-4869 or the AED Career Manager, AIR-09P1 at AUTOVON 222-7960 for a personalized evaluation of AED officer selection potential and career planning.